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Strategic Planning

6-30-2019

Educate Connect Elevate Annual Report, Fiscal Year 2019

Illinois State University

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Educate • Connect • Elevate

ILLINOIS STATE

Fiscal Year 2019
Annual Report



ILLINOIS STATE
UNIVERSITY
Illinois' first public university

Letter from the President

I am pleased to present the FY19 *Educate Connect Elevate* Annual Report. This report highlights Illinois State University's accomplishments in the first year of the implementation of *Educate Connect Elevate: Illinois State—The Strategic Plan for Illinois' First Public University*. The faculty, staff, and students at Illinois State University were the architects of this plan and are the ones responsible for our remarkable achievements.

These achievements reflect the core values of the University and a clear vision to excel in Learning and Scholarship, Individualized Attention, Diversity and Inclusion, Civic Engagement, Respect, Integrity, and Collaboration. In this report, you will find examples of how the University has enhanced its strength and stability while flourishing through innovation, diversity, and inclusion.

In the following pages, you will see that Illinois State University is an institution of values and vision. Highlights for fiscal year 2019 include the University surpassing its \$150 million goal for Redbirds Rising: The Campaign for Illinois State 13 months ahead of schedule. The update to the *Master Plan 2010-2030: Looking to the Future* was completed and demonstrated university commitments to strategic planning and shared governance. Enrollment of the largest freshman class in 33 years demonstrated that students recognize the high quality of educational, growth, and leadership opportunities the University offers.

I am proud of the great work done by so many, and encourage you to join me in celebrating ongoing and excellent efforts. Together we will continue to be a great place to work while successfully enrolling, retaining, and graduating diverse, high-achieving students in an inclusive campus environment characterized by cultural understanding, ethical behavior, and social justice.



Larry H. Dietz, Ph. D.
President, Illinois State University





Introduction

With the first year of our new strategic plan complete, the University community is already bringing the plan's strategic directions, objectives, and actions into reality across campus. Our academic leaders, staff members, and students are consistently engaged in a dialogue through which they **EDUCATE** one another—learning and teaching within and beyond the classroom. Guided by our Vision and Core Values, ideas and concepts become experiments and plans blossom into robust initiatives. Students, graduates, and scholars throughout every college develop rich interpersonal networks that **CONNECT** the University to ideas and resources throughout our world. Discoveries are made, new knowledge is created, problems are solved, and artistic breakthroughs are manifested. These achievements and innovations are the products of a rich spectrum of diverse minds bringing myriad points of view to the forefront. Through the fulfillment of this strategic plan, efforts combine to strengthen and **ELEVATE** the institution. Illinois State University continues its rise as illustrated through the selected accomplishments contained in this report.



63.7%

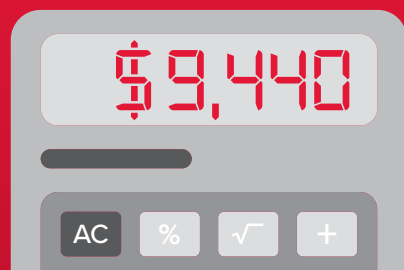
of in-state tuition students were awarded

**MERIT AND NEED
BASED AID.**

AVERAGE FINANCIAL AID PACKAGE

for in-state tuition students

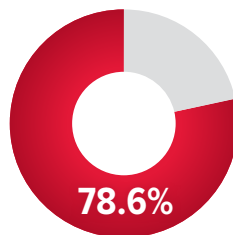
Average amount of grant or scholarship aid awarded to full-time, first-time degree/certificate-seeking students who pay the in-state tuition rate and were awarded grant or scholarship aid from federal, state or local governments, or the institution.



26%

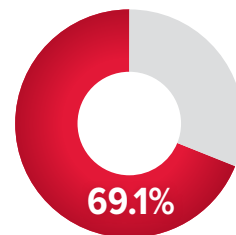
PERCENTAGE
OF STUDENTS
FROM TRADITIONALLY

**UNDERREPRESENTED
POPULATIONS**



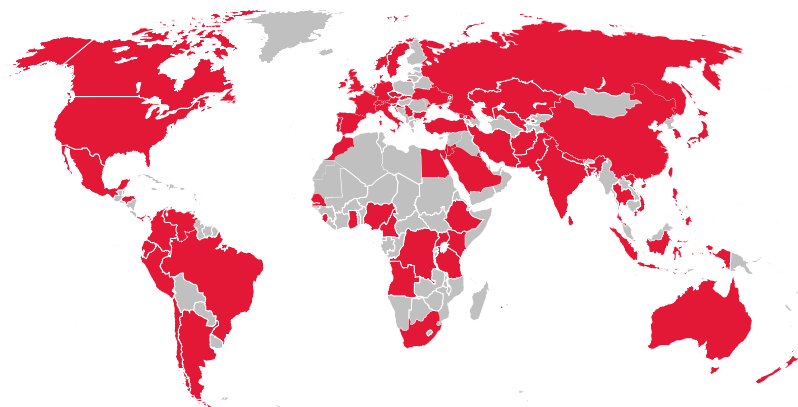
Retention Rate

of students from
first to second year



Graduation Rate

Percent of Full-Time, First-Time-
in-College Student's Graduation
Prior to 7th Fall Term



In 2018, we hosted more than 500 international students

representing more than

100 DIFFERENT COUNTRIES.

Top 100 — Public — UNIVERSITY

U.S. NEWS &
WORLD REPORT

#66

NATIONAL UNIVERSITY RANKINGS

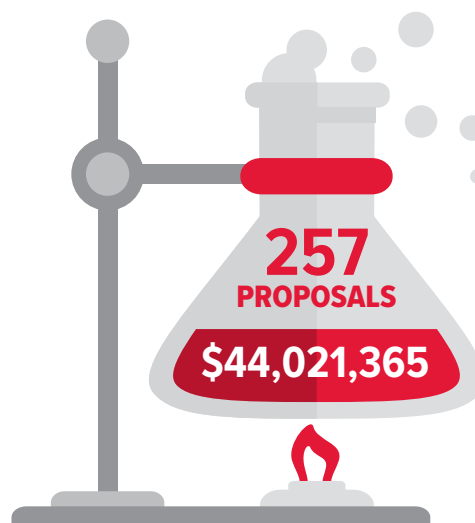
— 2019 —
WASHINGTON MONTHLY



MEDIAN ANNUAL WAGE OF ILLINOIS STATE GRADUATES
10 years after graduation (adjusted for inflation)



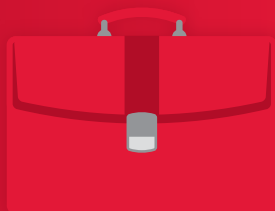
Percentage of
Undergraduates in the
Honors Program
(Fall 2018)



GRANTS SUBMITTED AND AWARDED



Named as a
**GREAT COLLEGE
TO WORK FOR**
— for the —
5th consecutive year



6-year retention of
tenure-track faculty

73.7%



\$162 MILLION

RAISED FOR REDBIRD RISING



ENHANCE STRENGTH AND STABILITY

Academic reputation, exceptional faculty and staff, financial stability, and operational effectiveness in support of student recruitment and success are key to ensuring longevity in the current higher education environment. The objectives to **Enhance Strength and Stability** are intended to leverage these interconnected components into continued strong enrollments and increasingly positive student outcomes.

Selected accomplishments



Enrollment Growth

Illinois State University welcomed 3,860 freshmen to campus for the 2019-2020 academic year, its largest freshman class in 33 years. Illinois State also saw its total number of graduate students grow for the fourth year in a row. Total campus enrollment stands at 20,878, a 1.2 percent increase over the last academic year.



Powered by Publics: Scaling Student Success

Illinois State University joined Powered by Publics: Scaling Student Success, a new nationwide effort organized by The Association of Public and Land-grant Universities to increase college access, close the achievement gap, and award more college degrees by 2025. The 130 participating public universities and systems work to implement innovative and effective practices to advance student success on their campuses.



First Generation Powerhouse Celebration

In fall 2018, the University hosted a campuswide First Generation Powerhouse Celebration honoring all first-generation students, faculty, and staff. Part of a national celebration of first-generation students through the Council for Opportunity for Education, the event partnered with NASPA—an international Student Affairs professional association—to provide an opportunity for students to mix and mingle with other first-generation faculty, staff, and students.



Redbird, McLean County, and Alumni Legacy scholarships

Illinois State established several new scholarships to make attending ISU even more affordable and attractive for prospective students. These include adding an additional \$4 million to assist students through the Redbird Scholarship program, the McLean County Full Tuition Scholarship, and an Alumni Legacy Scholarship.



College of Education Initiatives

The College of Education (COE) enhanced several activities designed to recruit students. These included Future Teacher Signing Days, where COE faculty and staff visited local high schools to recognize students who were committing to a teaching career; and Future Educator Sessions, where COE faculty and staff did outreach specifically with Bloomington High School to help students learn about careers in education. These outreach events were followed by day-long events on the ISU campus for interested students.



Peer Academic Coaches

The Peer Academic Coaches Program, launched in fall 2018 by University College, trains college students to provide individualized support to other students at any point in their academic journey. Peer Academic Coaches help their peers develop and refine their approaches to learning and studying.



Persistence Committee

University College staff led development of a cross-divisional team designed to identify and support students facing obstacles that impede their academic success. This Persistence Committee met biweekly to discuss student concerns and develop a support plan for each individual student.



Faculty Spring Institute

The Center for Teaching, Learning, and Technology is the first teaching-support unit in the Midwest to offer the internationally recognized Instructional Skills Workshop. The workshop is designed to promote self-discovery, engender a sense of teamwork, and enhance one's identity as a teacher.



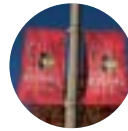
Educational Diversity Enhancement Program

In response to one of the recommendations of the Climate Task Force, and in support of *Educate Connect Elevate*, the Educational Diversity Enhancement Program was updated to better support the recruitment and development of tenure-track faculty who enrich academic programs by bringing diverse perspectives and experiences to the learning environment. For the cohort of new tenure-track faculty recruited to begin at ISU during the fall 2019 semester, 12 of 46 (26 percent) qualified for the program.



Long-range Housing

A housing feasibility study conducted by a national program management and university facility planning firm was completed in June 2018. The study included capital and operating financial analysis, market research, and economic impact analysis. In December 2018, a Request for Proposals was issued seeking a developer to plan, finance, design, and construct a residential facility for up to 1,200 students with an attached dining center. In August 2019, a development company was selected.



Fundraising success

Illinois State raised a university record of more than \$37.3 million in private support during fiscal year 2019. It was the second time more than \$36 million was raised in the past four years, propelling the University beyond its \$150 million goal for the Redbirds Rising campaign. Private gift support assists Illinois State in providing student scholarships, program enhancements, faculty support, and facility improvements.



Birds Give Back

During Birds Give Back, Illinois State University's first exclusive giving day, the Illinois State community displayed its passion by donating funds to support scholarships, facilities and equipment, programs, and faculty. Birds Give Back emphasized the importance of participation in the philanthropic process, no matter one's financial standing. In that spirit, 1,734 gifts were made to the University—the most ever made on a giving day.



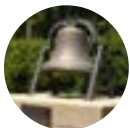
Master Plan Update 2010-2030

Master Plan Update 2010-2030: Looking to the Future was updated to consider the realities of operating as a public university in the State of Illinois in lean financial times. The update encompasses strategic focus areas that include current and new recommended actions reflecting the University's priorities for the duration of the document's time span.



Leadership Development Institute

The Office of Human Resources launched the Leadership Development Initiative, a series of five training sessions that included a cohort of 24 participants. The program offers help and support for those moving to a supervisory position. The sessions cover areas such as effective communication and meetings, navigating difficult situations and different personalities, and understanding diversity and inclusion.



Comptroller's E-Billing Initiative For Cost Savings

The Student Accounts Office implemented an Electronic Billing (E-Bill) process for monthly student billing statements this past year. This change resulted in a 23 percent increase in electronic payments for FY2019 compared to FY2018, a cost-savings of more than \$81,000 in postage and printing costs, along with a reduction in paper consumption. Additionally, time-savings were realized in the Mail Service Center, Student Accounts, and the Cashier's Office.



Budget Center

In spring 2019, the Budget Office released Budget Center, a tool that allows budget managers increased access to more up-to-date information and the ability to analyze budgets more efficiently. This tool features quick, easy-to-read dashboards and charts, as well as reports that can be exported for additional analysis.



Case Management System

The process within Student Access and Accommodation Services (SAAS) for students seeking accommodations has been improved through the implementation of a new, cloud-based case management solution called Accessible Information Management. The new system consolidates all processes for managing student accommodations and will allow SAAS to provide a better experience for the more than 1,000 students with disabilities, medical conditions, and mental health conditions.



Bone Student Center Revitalization

Several Bone Student Revitalization project components were completed in 2018-2019, including the Brown Ballroom renovation and pre-function space; a three-story addition featuring a new main entrance; the welcome desk and lobby; Barnes and Noble at Illinois State University; several retail dining venues; and The Atrium, which hosts the Office of Admissions' daily campus visit presentations. The catering kitchen was also relocated to the first floor to improve operations and efficiencies. Work progressed on second

floor locations that will open in spring 2020 and house several units of the Dean of Students Office, two new retail dining venues, and additional spaces focused on student engagement and collaboration.



Bone Student Center Concourse Improvement Project

As the Bone Student Center Revitalization project continued, the University moved to address the existing first- and second-level concourse areas not included in the original project. The design process began in fall 2018. Formal approval was received from the Board of Trustees in May 2019, with work commencing on the first-level concourse later that month. This phase of the project will continue through the 2019-2020 academic year, resulting in renovations of the first-level concourse and several tenant spaces on that level, with a goal of grouping the community and service-related partners and spaces together on the first level.



University Police Department Accreditation

The Illinois State University Police Department (ISUPD) earned accreditation from the Illinois Law Enforcement Accreditation Program. The accreditation program covers administration, operations, personnel, and training. It affirms that ISUPD follows industry best practices for policing.



Healthy Campus 2020 National Program

Illinois State University was recognized as a partner in the Healthier Campus Initiative by Partnership for a Healthier America. As one of 77 campus partners, the University has been recognized for its commitment to making campuses healthier through initiatives around food and nutrition, physical activity, and programming. Partners from Event Management, Dining and Hospitality, Campus Recreation; Health Promotion and Wellness, and the Office of Sustainability are leading this effort that includes development of a campuswide wellness committee, local foods initiatives, free fitness assessments, and sustainable transportation initiatives.





FOSTER INNOVATION

Creativity, knowledge generation, continuous improvement, and lifelong learning are hallmarks of any great university. The objectives designed to **Foster Innovation** highlight the ways the University will support students, faculty, and staff as they embrace emerging opportunities, face challenges, and solve problems.



Selected accomplishments



ISU Joins Illinois Innovation Hub

Illinois State University joined the Illinois Innovation Network (IIN)—a group of hubs across the state that aim to boost Illinois' economy through entrepreneurship, research, and workforce development. IIN hubs harness the intellectual strengths of universities and their communities, and work in collaboration with the Discovery Partners Institute to foster research innovation that drives progress and economic growth. Illinois State plans to create the first concerted, large-scale effort in McLean County to support and develop a culture of innovation, entrepreneurship, and economic growth. ISU will engage K-12, community college, university, and community partners in an educational center and startup incubator to support the development and growth of new companies that will, in turn, grow the regional economy.



Grants

In FY2019, ISU faculty and staff received \$28.5 million in grants and contracts, the second-highest level in university history. This represents a 17.7 percent increase from the previous fiscal year, and a 49.2 percent increase over FY2017. A few notable grants include:

- The National Science Foundation (NSF) awarded \$4.6 million to a consortium comprised of Illinois State University, Illinois Wesleyan University (IWU), and Heartland Community College (HCC) to

fund NexSTEM: A Community Assets Program that Fosters the Next Generation of STEM (Science, Technology, Engineering and Math) Leaders. NexSTEM represents a collaborative effort between ISU, IWU, and HCC with local not-for-profit agencies to increase the recruitment and retention of talented, socio-economically underrepresented students in four-year STEM degree programs.

- Project EDDIE (Environmental Data-Driven Inquiry and Exploration) was awarded \$1.7 million by the NSF to help undergraduate biology, geology, and environmental science students and faculty work with large data sets. The project aims to improve students' skills in quantitative reasoning, understanding of the nature of environmental science, and scientific discourse.
- A team of Illinois State University students was awarded a grant by the Environmental Protection Agency to make construction materials more sustainable. The Illinois State team received \$15,000 to conduct research on a project titled "Recycled Glass as a Substitute for Portland Cement and Fly Ash in Controlled Low-Strength Material."
- Illinois State University was awarded a \$135,550 grant from the NSF to conduct cutting-edge experimental research to confine energy from nanoparticles. This is the first experimental physics NSF grant awarded to Illinois State.



Center for Sustainable Water Future

The University established a Center for Sustainable Water Future, which will encourage long-term water solutions through academic research and teaching, and creative learning opportunities from across campus disciplines.



Culinary Support Center

The Culinary Support Center (CSC) was completed in August 2019 and provides a centralized food production facility for the entire campus, including residential dining, retail dining, and catering. The CSC allows Event Management, Dining, and Hospitality to enhance food quality; expand current menu options; improve food safety; provide opportunities for students to provide feedback; and contribute to further enhancing student, staff, and guest experiences at Illinois State University.



Mennonite College of Nursing Virtual Simulations

Mennonite College of Nursing integrated new technology into its curriculum by developing role-played training scenarios, in which students enacted and observed patient and health-provider roles and pilot-tested software that provided a virtual simulation of emergency case triaging.



Milner Make It Space

The Milner Library Make It Space, also known as *Makelt@Milner*, is equipped to help students, faculty, and staff think outside the box and create new things. The space includes a Ready Record Studio, multimedia workstations, Ellison Die Cutter, laminator, booklet spiral binder, button maker, and a 3-D printer.




WellTrack

Student Counseling Services—in conjunction with Student Health Services, Health Promotion and Wellness, and Campus Recreation—offers students a new self-help program, WellTrack, to address stress, anxiety, and depression before these issues get to the point of needing therapy or other mental health services. It is a secure and anonymous way for users to assess their personal well-being, and quickly gain access to resources tailored to help them make progress in changing thoughts and behaviors that are not working for them.



NURTURE DIVERSITY AND INCLUSION

Inclusion is an important component to an educational institution realizing its full potential. The objectives to **Nurture Diversity and Inclusion** emphasize the mutually reinforcing ways the University will support a welcoming and inclusive environment through the curriculum, the co-curriculum, organizational practices, and partnerships with other institutions.



Selected accomplishments



Multicultural Center Task Force

A task force made up of students, faculty, and staff worked closely together throughout the academic year to craft recommendations for the creation of a Multicultural Center. The approved recommendations further support the educational mission of Illinois State by providing care and support for our student body, with primary emphasis on programs and services in support of minoritized students on campus. Opportunities for research and scholarship, support of faculty and staff affinity groups, along with alumni engagement are areas that will be addressed by the Multicultural Center.



Association of Black Academic Employees

Association of Black Academic Employees (ABAE) reignited in spring 2019. The association functions primarily to define, represent, and advance the interests of black employees at Illinois State University. ABAE is a medium through which black employees at Illinois State University participate in shared governance. Its purpose is to serve in an advisory capacity to university administrators, faculty, staff, and students regarding the general welfare of all black employees at Illinois State University.



Body Project for Men: More than Muscles

Illinois State University is one of only two universities across the nation that provide an interactive workshop for men to get beyond the appearance ideals that plague

young men. The program, known as The Body Project for Men: More than Muscles, enlists peer mentors to lead awareness exercises and discussions. The goal is to help men identify and respond to body shaming.



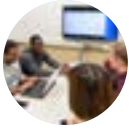
Courageous Conversations

Courageous Conversations is a cross-college program that strives to equip faculty members with the tools they need to lead tough conversations. The program enlists faculty facilitators to lead interested College of Arts and Sciences and College of Applied Science and Technology instructors through scenarios to help faculty understand what they need to do, or where to turn, when difficult conversations arise.



African American Studies

After 15 years offered as a minor, African American Studies made the move to a program. Several initiatives were launched in conjunction with the move that enhance the work and scholarship of faculty and students, including a faculty interdisciplinary grant, a faculty summer research initiative, and undergraduate merit scholarships. The additions are part of an effort to expand and cultivate the program. The grant aims to encourage faculty research related to African Americans that explores some aspect of life, politics, history, and cultural/artistic expression.



Extending Empathy Project

The Extending Empathy Project initiated by the Department of Psychology is designed to explore the idea of understanding the feelings of others. The project features a series of speakers and round-table discussions.



Campus Climate Implementation

The first progress report of the Campus Climate Task Force, a cross-divisional team charged with making recommendations based on the Campus Climate Assessment Report, was released in March 2019. The report highlights university actions and initiatives addressing suggestions made by the task force. The booklet is also available online as a pdf in the Campus Climate Task Force section of the president's website at IllinoisState.edu/President.



College of Business Diversity and Inclusion team

The College of Business created a team of faculty and staff dedicated to designating specific college activities to advance the college's goal to create an engaging and committed culture of diversity and inclusion across multiple dimensions.



INTO ISU

- The first cohort of close to 60 international students recruited by INTO University Partnerships arrived on the Illinois State campus to start their journey as Redbirds in August 2018. With the goal of increasing the international student population on campus from the current 2 percent of overall enrollment to 10 percent within 10 years, colleges, departments and units worked collaboratively to welcome the new international students.
- The INTO ISU Center houses International Admissions and the English Language Program for both the Academic English and Pathway programs. The Academic English Program is an expansion based on our former English Language Institute. The Pathway Program is a new addition to Illinois State's offerings, which provides both language and cultural support while international students take some selected academic courses in their majors.
- Graduate students from Communication Sciences and Disorders (CSD) began to work one-on-one with INTO ISU students, who come to Illinois State University from locations around the globe. The goal of the program for the CSD students is to help build cultural understanding, while also earning some of the 400 clinical hours graduate students need.



ENRICH ENGAGEMENT

Academic excellence in the 21st century will increasingly be characterized by its impact on, and contribution to, the larger society—be it in the form of cultural enrichment; collaborative partnerships; development of knowledge and technology; or the fostering of engaged, informed citizens. The objectives serving **Enrich Engagement** highlight the many mutually beneficial ways the University will contribute to, and grow from, broader and deeper connections among those on campus and with those off campus.



Selected accomplishments



Facilities Services Partnerships with Faculty

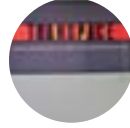
University Recycling partnered with a Criminal Justice Sciences faculty member to educate students on how to properly recycle, and provided support for the Campus Cleanup Day.

- Grounds partnered with the Department of Agriculture to educate students about proper soil erosion. Students had an opportunity to assist with designing, planting, and landscaping around the Ropp Agriculture Building.
- Heating Plant staff partnered with Department of Technology faculty members to enhance student learning and success by sharing their knowledge and expertise of mechanical systems and utility operations.



Illinois State Helps To Form National Council Of Faculty Senates

Illinois State joined with 40 state university faculty members from across the nation to form the National Council of Faculty Senates. This organization is dedicated to encouraging the sharing of strategies, policies, and best practices related to shared governance and academic freedom issues.



Student Art Gallery

The College of Fine Arts partnered with the Central Illinois Regional Airport to adapt an unused storefront into a gallery showcasing student art. This new student art gallery will expose art produced by ISU students to the thousands of passengers and other visitors to the airport, which served more than 360,000 passengers in 2018.



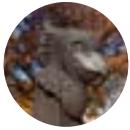
School Street Food Pantry

Food insecurity of students was at the heart of the establishment of a food pantry for Illinois State University students. The School Street Food Pantry is a collaboration between Illinois State students and community organizations. Though the board gains input from several community groups, the bulk of the implementation work is being completed by students.



First Campus Cleanup Day

The Office of Sustainability organized the University's inaugural Campus Cleanup Day. About 100 students and staff removed 300 pounds of waste and recyclable materials from Illinois State University's campus and the surrounding areas as part of this cleanup effort tied to Earth Day.



Living Our Values Award

Presented monthly, the Living Our Values Award honors students, faculty, and staff whose work reflects the University's core values—Learning and Scholarship, Individualized Attention, Diversity and Inclusion, Civic Engagement, Respect, Integrity, and Collaboration.



Redbird Adventure Center

Illinois State University took leadership development and team building to new heights with the opening of the Redbird Adventure Center. The facility includes a 5,500-square-foot building and high-ropes course. It is the central base for equipment rentals and adventure trips, and also features a meeting room, an outdoor patio, and a resource center to plan trips. The Adventure Program is available to Illinois State University students, faculty, staff, and community groups. It provides quality team-building experiences aimed to enrich personal growth and group development.



Donuts with the Districts

The College of Education launched Donuts with the Districts as a way to celebrate and deepen relationships with school leadership, faculty, and staff in school districts that have been partnered with ISU teacher preparation programs.



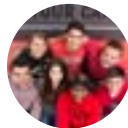
#RedbirdImpact Month

Illinois State University's Alumni Association and the University's Center for Community Engagement and Service Learning organized #RedbirdImpact Alumni Weekend as part of #RedbirdImpact Month. Over the course of the weekend, alumni volunteered at the Habitat home and ReStore, as well as completed a service project at the Illinois State University Horticulture Center. The Alumni Association's Redbird Engagement and Development Committee started #RedbirdImpact Month to connect alumni with civic engagement opportunities.



CAST Connections

The College of Applied Science and Technology (CAST) held the inaugural edition of CAST Connections, a networking event aimed at connecting students with alumni. More than 90 students traveled to Chicago to meet with alums. Students had the opportunity to interact with CAST alumni, who shared their professional experiences and career insights.



Thrive Course

The Career Center and University College partnered to create IDS 128: Thriving in College, Career, and Beyond. The 3-credit-hour course assists first-time college students with successfully transitioning and thriving in college and their career. The course guides students with developing, expanding, and applying knowledge and skills needed for college and their career.



Career Center CreativeCon Event

The Career Center, in collaboration with the College of Fine Arts, hosted Creative-Con to help creative students discover related career paths regardless of their major. The program connects students with similarly skilled alumni and employers. Through conversations, activities, and career-focused workshops, Redbirds explore, reflect, and learn how to utilize their creativity within their careers.



GoinGlobal

The Career Center launched GoinGlobal, the University's first online career toolkit specifically serving international students and those seeking opportunities abroad. This new resource is the result of a collaboration between the Career Center and the Office of International Studies and Programs. It provides a complete employer directory for students to identify employers and view job openings.



Well-being Community of Practice

The Division of Student Affairs continues to strengthen the University's commitment to well-being with the creation of the Health and Wellness Community of Practice, which includes the departments of Campus Recreation, Health Promotion and Wellness, Student Counseling Services, and Student Health Services. The establishment of this community of practice helps to build synergy among the departments and their activities, and empowers them to serve as educational partners in a campus community that values and shares responsibility for well-being. Numerous collaborations are already taking place, including the Healthier Campus Initiative; Exercise is Medicine On Campus; Well-Track; and the Culture of Respect Collective through NASPA, an international Student Affairs professional association.





UNIVERSITY VISION

Illinois State University will remain a national leader and be recognized worldwide for educating high-achieving, motivated students who seek an individualized and transformative experience at an institution that:

- Offers premier undergraduate and graduate programs that integrate emerging and innovative ideas with traditional knowledge and methods;
- Generates knowledge through high-quality scholarship (research and creative activities);
- Supports student learning through a seamless integration of curricular and co-curricular activities that actively engage students and broaden their perspectives; and
- Serves the region, state, nation, and world through its commitments to responsible stewardship, meaningful civic engagement, cultural enrichment, and the development of global citizens.




CORE VALUES

**Learning and
Scholarship**

**Diversity
and Inclusion**

Respect

Collaboration



**Individualized
Attention**

**Civic
Engagement**

Integrity



**ILLINOIS STATE
UNIVERSITY**
Illinois' first public university

Illinois State University, as an equal opportunity/affirmative action employer, complies with all applicable federal and state laws regarding affirmative action, nondiscrimination, and anti-harassment. Illinois State University is committed to a policy of equal opportunity for all persons and does not discriminate on the basis of race, color, religion, sex, national origin, sexual orientation, order of protection, gender identity and expression, ancestry, age, marital status, disability, genetic information, unfavorable military discharge, or status as a veteran in employment, educational programs and activities, or admissions. Inquiries or complaints may be addressed by contacting the director of the Office of Equal Opportunity and Access by email at EqualOpportunity@IllinoisState.edu, by calling (309) 438-3383, or by mailing to the office at Illinois State University, Campus Box 1280, Normal, IL 61790.

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